

VACANCY ANNOUNCEMENT

VA Palo Alto Health Care System

THE DEPARTMENT OF VETERANS AFFAIRS IS AN EQUAL OPPORTUNITY EMPLOYER

All applicants receive consideration without regard to race, religion, color, national origin, non-disqualifying mental or physical disability, age (with authorized exceptions), sex, political affiliation, or any other non-merit factor.

Vacancy Annc No. 05-184(AG)		Opening Date 8/26/2005	Closing Date 9/16/2005	U.S. Citizenship Required <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No (See notes below)
# Posns One	Position Title Clinical Psychologist		PD Number GS-12: 4167-0 GS-13: 1139-0	Pay Plan, Series, Grade GS-180-12 (target GS-13), or GS-180-13
Service Psychology Service (The Polytrauma Center)			Promotion Potential GS-13	Salary Range GS-12: \$68,530 - \$89,085 per annum GS-13: \$81,494 - \$105,939 per annum
Duty Station Palo Alto, CA			Tour of Duty 8:00 a.m. – 4:30 p.m., Monday - Friday	
Work Schedule <input checked="" type="checkbox"/> Full-time <input type="checkbox"/> Intermittent <input type="checkbox"/> Part-time @ _____ hrs/wk		Subject to Bargaining Unit <input checked="" type="checkbox"/> Yes-Minimum posting: 15 work days <input type="checkbox"/> No-Minimum posting: 10 calendar days		Subject to Supervisory Probationary Period <input checked="" type="checkbox"/> No <input type="checkbox"/> Yes (First-time supervisors subject to 1 year)
<input checked="" type="checkbox"/> Permanent <input type="checkbox"/> Temporary NTE <u>months</u> <input type="checkbox"/> Term NTE _____		Subject to Drug Testing <input type="checkbox"/> No <input checked="" type="checkbox"/> Yes (See notes below)		Physical or Medical Examination Required <input type="checkbox"/> No <input checked="" type="checkbox"/> Yes (See notes below)
Travel and/or relocation expenses <input type="checkbox"/> are authorized <input checked="" type="checkbox"/> are not authorized		Applicants currently serving under recruitment or relocation bonus service obligation must notify this office of the conditions of their agreement.		
		Relocation bonus <input type="checkbox"/> is authorized <input checked="" type="checkbox"/> is not authorized	Recruitment bonus <input type="checkbox"/> is authorized <input checked="" type="checkbox"/> is not authorized	
Area of Consideration - For information on application procedures, see section on 'HOW TO APPLY' <input checked="" type="checkbox"/> PUBLIC - All qualified candidates.				
Point of Contact - Inquiries should be directed to the following individual at (650) 858-3951. Akiko Giordono, Human Resources Specialist				
REASONABLE ACCOMMODATION This office provides reasonable accommodations to applicants with disabilities. If you need reasonable accommodation for any part of the application and hiring process, please notify this office. The decision on granting reasonable accommodation will be on a case-by-case basis.				
THE DEPARTMENT OF VETERANS AFFAIRS SUPPORTS A DRUG-FREE ENVIRONMENT				

DUTIES: The incumbent is assigned to the Polytrauma Center of the Veterans Affairs Palo Alto Health Care System, based in the Palo Alto Division with the Inpatient Polytrauma program. The Polytrauma Center is a rehabilitation program serving male and female veterans and active duty military patients who have experienced physical and/or psychological trauma, typically during active military service. The incumbent works closely with other members of the Polytrauma Center staff in an interprofessional team, which integrates mental health, medical and rehabilitative services. Clinical responsibilities include: Provides psychological assessment, including personality assessment and interpretation of actuarial measures, self-report checklist, behavioral assessment, screens and assess for substance abuse, delirium, psychosis, and/or PTSD; in collaboration with the Staff Neuropsychologist, Support Functional Assessment, which includes assessment designed to determine patients' ability to live independently and to participate in active rehabilitation programs; provides specialized individual and group psychotherapy targeting coping skills, stress and trauma, depression, anxiety, triggers for substance use, anger and pain management, and grief and loss; and provides help with transitions for inpatients as they are discharged. The incumbent conducts educational presentations for other staff and trainees in the Polytrauma Center on various aspects of Psychology's role and oversees Psychology Interns, Postdoctoral Fellows, and/or practicum students as appropriate. He/she provides services to the broader VAPAHCS, which may include involvement as Employee Mediation provider, Employee Assistance Program provider, Char and participate in Administrative Investigations, service based Committee memberships. The incumbent will have legal and forensic responsibilities depending on the nature of the patient population and on the availability of other professionals in the Polytrauma Center, such as; represent hospital at probable cause and writ hearings, expert witness at LPS conservatorship hearings/renewal hearings, and coordination of evaluations and hearings of LPS conservatorship reappointments for patients within VAPAHCS, etc.

QUALIFICATION REQUIREMENTS:

Basic Requirements:

Citizenship: Citizen of the United States.

Education: **(a)** Doctoral degree in Psychology from an accredited college or university whose curriculum psychology is approved by the American Psychological Association (APA) and by the Secretary of Veterans Affairs; **(b)** Completion of a full curriculum in clinical or counseling psychology or other specialty area of psychology pertinent to the position being filled. The specialty area of the degree must be the same as that in which the applicant is to be employed; and **(c)** Completed an internship accredited by the APA and which are satisfactory to the Secretary.

Licensure: A full, current, and unrestricted license to practice psychology at the doctoral level in a State, Territory, Commonwealth of the United States, or the District of Columbia. **Exception:** The Secretary may waive the requirement of licensure or certification for an individual psychologist for a period not to exceed 2 years from the date of employment on the condition that such a psychologist provides care only under the direct supervision of a psychologist who is so licensed. Failure to obtain licensure during the 2-year period may result in termination of employment.

Physical Standards: Must pass physical examination and TB test before entering on duty.

English Language Proficiency: Psychologist must be proficient in spoken and written English.

Experience:

GS-12: One(1) year of postdoctoral experience appropriate to the specialty area of the position. For the clinical and counseling specialties, the experience must have been gained in a professional program concerned with health, rehabilitation, or vocational restoration.

GS-13: Two (2) years of postdoctoral experience with 1 year of experience comparable in difficulty to the next lower grade (GS-12) in the Federal service, and appropriate to the specialty area of the position being filled.

Time-In-Grade Requirement: Candidates for advancement to General Schedule (GS) positions in the competitive service must have completed a minimum of 52 weeks at the next lower grade level commensurate with the line of progression for this position.

SUBSTITUTION OF EDUCATION FOR EXPERIENCE: None.

APPLICANTS PLEASE NOTE: Education must be accredited by an accrediting institution recognized by the U.S. Department of Education in order for it to be credited towards qualifications (particularly positions with a positive education requirement.) Therefore, applicants must report only attendance and/or degrees from schools accredited by accrediting institutions recognized by the U.S. Department of Education. Applicants can verify accreditation at the following website: <http://www.ed.gov/admins/finaid/accred/index.html> All education claimed by applicants will be verified by the appointment agency accordingly.

VOLUNTEER EXPERIENCE: Appropriate credit will be given for voluntary participation in community, social service, and similar activities.

BASIS OF RATING: Your rating will be based on the quality of your experience as shown in your application and elements. Listed below are the knowledge, skills and abilities considered essential for successful performance in this position. These elements will be used to determine the highly qualified candidates to be referred to the selecting official. Provide, on a separate sheet of paper, a DETAILED description of your experience as related to the knowledge, skills and abilities listed below. Incomplete, vague, or contradictory information may affect your rating.

1. Knowledge of mental health disorders, diagnosis, courses of treatment, relevant medications, risk factors, the psychological bases of human behavior, personality theory, group dynamics and processes, family dynamics, crisis intervention theory and practice, organization theory, community organization concepts, the methods and practices of various mental health professions.
2. Skill in assessment, including neuropsychological and functional assessment; skill in individual, group, and family/couples therapy to deal with a variety of intrapersonal and interpersonal issues; and skill in providing Health Psychology services.
3. Knowledge of the current empirical literature related to assessment and treatment of problems seen in the Polytrauma Center.
4. Knowledge of the principles of program planning and evaluation, the principles of supervision and consultation, and/or research design and statistical analysis.
5. Knowledge of the California LPS laws and of other city, county, state and federal laws pertaining to patients with mental health problems.
6. Knowledge and skills to teach, train and motivate fellow staff students, volunteers and patients.

ADDITIONAL NOTES:

- ◇ **Funds Availability:** The position being filled is subject to the availability of funds.
- ◇ **Additional Vacancies:** This announcement may be used to fill additional vacancies occurring within 90 days.
- ◇ **U.S. Citizenship:** If applicable, non-citizens may be appointed when no citizens are available in accordance with regulations issued by the Under Secretary for Health.
- ◇ **Promotion Potential:** If applicable, the candidate may be non-competitively promoted up to the full performance level without further competition provided they demonstrate satisfactory performance, meet applicable administrative requirements, and there is sufficient work at the higher grade level.
- ◇ **Time-In-Grade Requirement:** Candidates for advancement to General Schedule (GS) positions in the competitive service must have completed a minimum of 52 weeks at the next lower grade level (or equivalent) commensurate with the line of progression for this position.
- ◇ **English Language Proficiency:** If applicable, individuals appointed to direct patient care positions must be proficient in spoken and written English as required by Title 38, United States Code (38 U.S.C.).
- ◇ **TB Skin Screen Test:** All applicants selected for employment with the VAPAHCS will be required to meet TB screening requirements before being placed into this position.
- ◇ **Physical / Medical Standards:** If applicable, candidates will be required to pass a physical examination.
- ◇ **Drug Testing Position:** All applicants tentatively selected for VA employment in a testing designated position are subject to random drug screen (urinalysis) for illegal drug use prior to appointment. Applicants who refuse to be tested will be denied employment with the VA.
- ◇ **Direct Deposit /Electronic Funds Transfer:** It is a policy of the Department of Veterans Affairs to require new employees to receive Federal wage and salary payment through Direct Deposit/Electronic Funds Transfer. On the first day of duty, new employees must bring their Social Security Card/Number, photographic identification card, and information regarding their financial institution.

HOW TO APPLY - All applicant, submit.

1. **VA Form 10-2850c** (Application for Associate Health Occupations) and **Resume/CV**.
2. **OF-306** - Declaration of Federal Employment. You must complete this form to determine your acceptability for Federal employment.
3. **College Transcripts** - You must submit a copy of your college transcripts with your application packet.
4. **Licensure** - A copy of your current license must be submitted with your application packet.
5. **DD-214** - Military Discharge Paper indicating the period of service and the character of discharge. Veterans claiming veteran's preference must submit a copy.
6. **SF-15** - Application for 10-Point Veteran Preference. If you are applying for 10-point veterans preference, you must submit this form and the required documentation specified on the reverse of the SF-15.
7. **SF-50B** - Notification of Personnel Action. Transfer/Reinstatement Eligibles must submit a copy of their latest/last SF-50B.
8. **Performance Appraisal** - Current/Former Federal employees must submit a copy of their most recent performance appraisal.
9. On a separate attachment(s), describe your work experience/education as it relates to each of the factors listed under BASIS OF RATING above.

To receive consideration, all application materials must be postmarked or received in this office by the closing date. Any information not submitted with your original application will not be considered. Failure to submit the requested material and response to the rating factors may result in a lower rating in the evaluation process.

All application materials will become the property of the Human Resources Management Service and will not be returned, used for other positions, or duplicated once submitted.

In accordance with 18 U.S.C. 1719, use of postage-paid government agency envelopes to file job applications is a violation of Federal law and regulation. Applications mailed in postage-paid government envelopes, sent by Federal agency special courier services or submitted through Federal fax machines will not be considered.

APPLICATIONS SHOULD BE MAILED TO:

Human Resources Management Service (05A)
VA Palo Alto Health Care System
3801 Miranda Avenue
Palo Alto, CA 94304